

Enterprise Systems and Services (ALTESS) data strategy — Common Organizational Database Infrastructure For everyY-one (CODIFY) — including NCES goals and objectives. This is called NCES-CODIFY and covers three broad mission areas:

NCES-CODIFY Mission Area 1 — Data Strategy

- Align with NCES data strategy.
- Align with Army Knowledge Management goals and objectives.
- Standardize data elements per DOD and Defense Information Systems Agency Standards.
- Align with the DOD Extensible Markup Language Data Registry.
- Maintain the acquisition data dictionary.
- Eliminate data redundancy.
- Enable single sign-on and common access card capability.

NCES-CODIFY Mission Area 2 — Process Strategy

- Pre-CODIFY assessment.
- Standardize the data.
- Create control layer.
- Create view layer.
- Migrate data.
- Create Web service to expose data.
- Register with UDDI.
- Post-CODIFY maintenance.

NCES-CODIFY Mission Area 3 — Architecture Strategy

- Align with DOD architecture foundations.
- Implement via standards.
- Define and publish interfaces.

- Integrate with other DOD SOA components.

The Assistant Secretary of the Army for Acquisition, Logistics and Technology and Program Executive Office for Enterprise Information Systems sponsor this project.

Raymond S. Soroka is an Applications Integration Supervisor and the AIM Group leader. He joined PM ALTESS in 1988 and has served in both the Engineering and Applications Divisions. Soroka has a B.S. degree in mathematics and computer science from Wilkes University, Wilkes-Barre, PA.

Contracting Community Highlights



Contingency contracting is an important element of Soldier support. In *Army AL&T Magazine's* November-December 2004 feature contracting article, we detailed the training contingency contracting officers (CCOs) receive at the National Training Center Acquisition Command at Fort Irwin, CA. This issue's feature article provides an enlightening perspective on CCOs, presents the background and current working environment surrounding CCO development and provides personal insight for future CCO development.

In addition to this section's feature article and the regular "DAR Council Corner," we have news of note from a number of our contracting organizations. We are also pleased to recognize CP-14 personnel who recently graduated from the Sustaining Base Leadership and Management program.

We appreciate the continued support from the field in providing material for publication, and we hope you find the submissions informative and interesting. If you need more information on any of the topics presented, contact Emily Clarke at (703) 604-7102 or emily.clarke@hqda.army.mil.

Ms. Tina Ballard

Deputy Assistant Secretary of the Army
(Policy and Procurement)

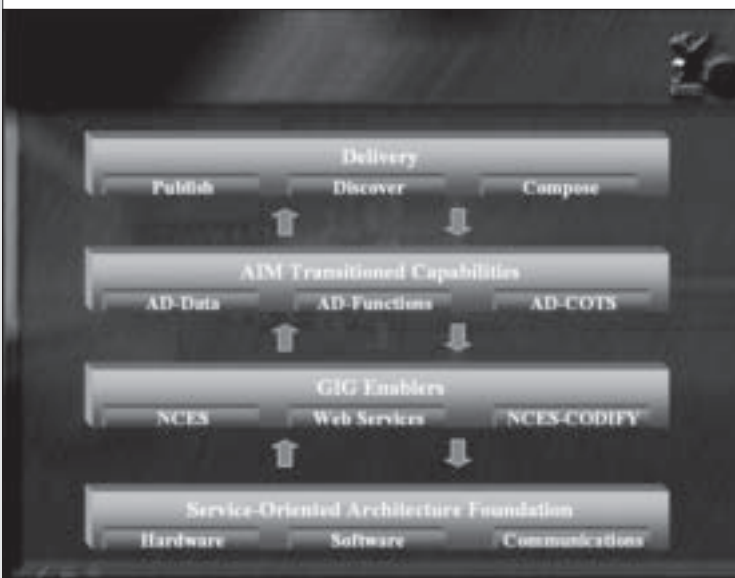


Figure 2. Operation Firedog Operational Architecture (Draft v1.0)

Contracting Commanders and Installation DOCs—Advocates and Mentors for Contingency Contracting Soldiers

LTC Jaimy Rand, MAJ Derrick A. Mellberg and MSG Christopher Chapple

Installation contracting offices, particularly those at Army power projection platforms, serve as training grounds for a bulk of today's CCOs. CCOs are both officers (51C) and noncommissioned officers (NCOs) — primarily military occupational specialty (MOS) 92A/Y with a G1 identifier of contracting agent — who deploy and perform purchasing and contracting functions during contingency operations. For many reasons, contracting commanders (CCs)/directors of contracting (DOCs) at installations with CCOs must be mentors and advocates to their CCOs.

CCs and DOCs serve as the only means for a CCO to obtain on-the-job training (OJT). While conducting OJT, they approve CCO requests to obtain/attend Defense Acquisition University contracting courses. Fulfilling both of these requirements enables CCOs to become certified in the contracting career field. Certification leads to warranting by a Principle Assistant Responsible for Contracting (PARC), providing CCOs with full authority to perform contracting functions. Without this authority and training, CCOs can't add value to their warfighting customers.

Current policy requires Soldiers transitioning into acquisition to be educated and trained per *Defense Acquisition Workforce Improvement Act* standards and to be used in an acquisition role. This applies to officers as they are accessed from all Army branches into the acquisition community. Conversely, because NCOs are fairly new to Army contracting, the Army contracting community must compete with the Quartermaster Branch (primarily) to recruit and retain quality NCOs in contracting positions. Until contracting becomes an MOS, this will continue to be an issue.

Meeting Surge Requirements

CCOs have typically been assigned as division and corps assets and have trained and performed duties at local installation contracting offices. In the past, CCO deployment tasks originated at DA or major command level, arrived at the installation and were filled through a coordination process between the CC/DOC and the CCO's parent unit commander. This process was handled with relative ease until the beginning of *Operations Enduring Freedom* and

Iraqi Freedom (OEF/OIF), and the subsequent impact of modular conversion.

OEF/OIF generated a great need for CCOs — more than the Army could handle. This was nothing new, because the Army's recent experience in the Balkans also dictated a requirement larger than the Army acquisition community was prepared to handle. Without the able, steadfast support of our sister services, the Army's CCO mission could not be adequately performed, especially because contingency contracting fulfilled much of the G-4 role in the wartime theater.

Additionally, new modular organizational designs increased the requirement for CCOs. Combatant commanders, realizing the true value of CCOs in a deployment situation, demand hands-on control of their CCO assets and are reluctant to release CCOs to the control of a warfighting PARC. It is critical to inform combatant commanders that CCOs cannot perform outside a warfighting PARC's authority. These commanders must also realize that even if performing operational control to the PARC, their CCOs will not be able to devote all their efforts to their unit's contracting requirements. Given CCO shortages and varying levels of experience in this high-demand environment, the theater PARC is best suited to decide how and where to allocate CCOs.

Contracting Soldiers must work at the installation contracting office to fulfill certification requirements. Consequently, they don't get as much visibility from their parent unit commanders as their counterparts who work daily in unit offices. Therefore, combatant commanders are often completely unaware of CCOs' contributions and potential.



CCOs in Tikrit, Iraq (left to right, standing): CPT Patrick Nelson, U.S. Air Force (USAF); MAJ Bill Hall, deployed from Fort Hood Contracting Command (CCMD); LTC Richard Roberts, Office Chief; LTC Jaimy Rand, visiting from Fort Hood CCMD; COL David Glowacki, USAF, PARC Forces, Joint Contracting Command-Iraq; and (kneeling) MSG Ben Fernandez, visiting from Fort Hood CCMD.



(From right) Iraqi support contractors in Kirkuk, Iraq, work with U.S. Navy CDR Barbara Tucker (second from right) and SGT David Acevedo (far right) from the Fort Hood CCMD.

Given these facts, when CCOs are evaluated, many of them cannot compete with their captain/major and NCO counterparts who are performing company commander, S3, executive officer, supply sergeant, S4/G-4 NCO in charge (NCOIC) and first sergeant duties. This often results in CCOs receiving lower ratings than deserved. Additionally, even if there were enough CCOs to allow each one to fulfill only his or her assigned unit's contracting requirements and gain needed visibility, working directly for the warfighting chain of command can, unfortunately, create a conflict of interest or a condition that connotes undue command influence. For these reasons, CCs/DOCs and the contracting hierarchy, including the PARC, must serve as the CCO's rating chain.

Planning for the Future

With the Army's modular conversion, an acquisition modified table of organization and equipment (MTOE) is planned. The days of CCOs being assigned to nonacquisition commands will be over. Instead, CCOs will be assigned to a warfighting CC. Given this imminent change, it makes sense for CCs/DOCs to become actively involved now to ensure a smooth transition and the well-being of Army CCOs.

Finally, given the high operations tempo of Army CCOs and the demand for them in theater, it is critical that this low-density specialty be centrally managed. This is perhaps the most critical reason why CCs/DOCs must be the CCOs' advocate. In many cases, CCs/DOCs are the senior acquisition officials on an installation. In that role, they should oversee CCO training, education and employment. In a garrison environment, they are solely responsible for making this happen. For deployment requirements, CCs/DOCs, in conjunction with the warfighting PARCs,

are best qualified to determine which CCOs deploy and when. Allowing combatant commanders to make those decisions can create situations where CCOs are put in harm's way for the wrong reasons.

Many warfighting commanders insist on deploying CCOs whose positions are on the commanders' MTOEs. This may lead to a CCO working in a unit location away from the contracting office. Such a deployment causes an inexperienced CCO to fall behind in learning the contracting function and attending the mandatory courses required for certification. Ultimately, this places CCOs behind their peers in professional development and experience. In such a situation, experienced CCOs are often overqualified and unable to contribute to the contracting mission in theater, while other CCOs — who are properly employed — work short-handed for the warfighting PARC to get the job done. These two examples illustrate why CCs/DOCs must stay actively involved with their CCOs, quelling the many misperceptions regarding CCO utilization. If CCs/DOCs don't stay engaged and manage CCOs appropriately, the contracting Soldier pays the price professionally and customers don't get the support they need.

What return on investment do CCs/DOCs get for CCO advocacy? As uniformed contracting professionals, CCs don't necessarily have the technical contracting experience that DOCs have, but they have the leadership responsibilities to prepare for and lead contracting operations in theater. Additionally, they must train and mentor all contracting personnel — military and civilian — in a garrison environment to become senior contracting professionals and managers. They must focus the entire workforce on ensuring individual development plans are established and executed for all contracting professionals.

Conversely, DOCs usually have years of contracting experience and wouldn't feel the need to prepare contracting Soldiers for wartime contracting missions, or stay engaged in their professional development. In many cases, as soon as CCOs receive a minimal amount of OJT, they deploy and the installation contracting office receives no direct contribution for the OJT provided. Some civilians feel the OJT responsibility for CCOs is an added burden they don't need, given their overflowing plate of critical contracting requirements.

The reality is that OJT can be a burden. Contracting professionals — the majority of whom are civilians — must find ways to leverage the training they provide while maintaining focus on the bigger goal of providing customer

service, both directly and indirectly. By training CCOs, experienced contracting professionals are indirectly serving customers by providing seasoned military contracting professionals to work under warfighting PARCs. Even though these benefits are not visible immediately, these contributions will be recognized upon CCO redeployment and when the new acquisition structure is implemented. With a stronger foundation, trained CCOs can better assist with mentoring and training new contracting Soldiers. Supporting this additional duty minimizes the need to train and deploy larger quantities of emergency-essential civilians.

CCs/DOCs must assume senior acquisition professional roles and ensure the well-being of contracting Soldiers. Combatant commanders, despite their best intentions, generally don't understand the contracting process and the associated authoritative hierarchy to make the correct decisions regarding CCO use. This concept is being implemented at Fort Hood, TX, and, thus far, results have been positive. Fort Hood CCOs are recognized as true force multipliers.

LTC Jaimy Rand is the Commander, Army Contracting Agency Fort Hood Contracting Command.

MAJ Derrick A. Mellberg is the Chief of Contingency Contracting for Fort Hood's Contracting Command.

MSG Christopher Chapple is the NCOIC of the Fort Hood Contracting Command (CCMD) and the senior enlisted advisor to the commander Fort Hood CCMD.

USACCE Presents Contracting Excellence Awards

On May 3, 2005, the U.S. Army Contracting Command-Europe (USACCE) presented its 2004 Awards for Contracting Excellence during the Contracting Command's Annual Conference (EURCON) in Bassano del Grappa, Italy. The awards ceremony was attended by 110 contracting professionals and several distinguished guests, including Tina Ballard, Deputy Assistant Secretary of the Army for Policy and Procurement, Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology; Levator Norsworthy Jr., Deputy General Counsel (Army Acquisition); Tracey Pinson, Director, Office of Small and Disadvantaged Business Utilization, Office of the Secretary of the Army; and Sandra Sieber, Director, U.S. Army Contracting Agency.



Sandra Sieber (right) and COL Victoria Diego-Allard (front, left) present an Outstanding Contracting Support Award to personnel from RCO Wuerzburg. (U.S. Army photo by ACA EURCON.)

COL Victoria Diego-Allard, USACCE Commander, hosted the event and presented the awards.

The 14 awards presented for outstanding achievement and mission accomplishment during FY04 follow.

Recognition for Outstanding Contracting Support

Contracting Officer's Representative:

- Silvano Rizzo, Construction Inspector, 22nd Area Support Group (ASG), Vicenza, Italy.

Outstanding Customers:

- Government Purchase Card Program: James R. Buerer, HQ American Forces Network-Europe, Mannheim, Germany.
- Installation Management Agency-Europe: Greg Vallery, Environmental Division, 22nd ASG, Vicenza.
- Army in Europe: 1LT William Phillips, 12th Aviation Brigade, Giebelstadt, Germany.

Outstanding Support to Contingency Contracting

Emergency Essential Civilian: Thomas Copeland, Wiesbaden (Germany) Contracting Center (WCC).

Military Officer: MAJ Keith Taylor, WCC.

Outstanding Contribution to Contracting Excellence

Procurement Analyst: Joanna Rodriguez, WCC.

Contract Specialist: Patrizia Meloni, Regional Contracting Office (RCO), Vicenza.

Contracting Professional of the Year

Civilian: Eileen Hipe, RCO Wuerzburg, Germany.



Sandra Sieber (front, left) presents an Outstanding Contracting Support Award to personnel from RCO Vicenza. (U.S. Army photo by ACA EURCON.)

Military Noncommissioned Officer: MSG Daryl Gonzales, RCO Vicenza.

Military Officer: MAJ William Bailey, RCO Vicenza.

Outstanding Contracting Team or Division

Team A, Division B, WCC.

Best Contracting Office

Tie: RCOs at Vicenza and Wuerzburg. (Note: This is the fourth year in a row that RCO Vicenza was recognized as the "Best Office.")

Army Management Staff College (AMSC) Contracting and Acquisition Career Program (CP-14) Students Graduate

AMSC prepares military and civilian sustaining base leaders to support our Soldiers' mission in times of conflict and peace. One available course of study to achieve this goal is the Sustaining Base Leadership and Management (SBLM) program. The SBLM program provides graduate-level professional development across all Army functional areas. Students learn Army business and develop key skills including leadership, communication and problem solving. The next generation of leaders is preparing to guide the Army's sustaining base operations and programs, including getting Soldiers, supplies and equipment to the battlefield; sustaining the Soldiers while they are there; returning them home after the conflict ends; and ensuring the self-sufficiency of their families while they are away.

Congratulations to the following SBLM Class #05-01 CP-14 graduates.

Achord, Kathleen A.	Lead Contract Specialist Savannah, GA
Eldien, Billie J.	Contracting Officer Fort McCoy, WI
Evans, Christopher A.	Contract Specialist Redstone Arsenal, AL
Gillies, Kim L.	Contract Specialist Redstone Arsenal
Gurney, Raynette H.	Procurement Analyst Seckenheim, Germany
Hayes, Stephen E.	Deputy Product Manager Redstone Arsenal
Kennedy, Bonnie S.	Procurement Analyst Fort McPherson, GA
Lee, Jo-Ann	Lead Contract Specialist Fort Monmouth, NJ
O'Brien, John J.	Contracting Officer Fort Monmouth
Syms, Laura Paskman	Contract Specialist Alexandria, VA
Tucker, Chun S.	Contract Specialist Seoul, Korea

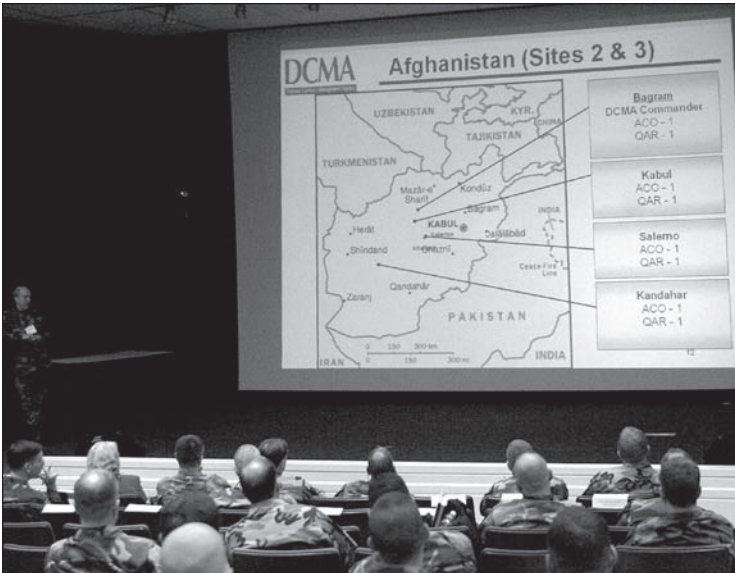
9th Theater Support Command (TSC) Hosts Army Reserve Contracting Conference

SGT James E. Martin

Army Reserve and National Guard contracting officials discussed the current high operations tempo and the future of their career field during the second annual Reserve Component (RC) Contracting Conference, hosted by the 9th TSC at Defense Logistics Agency (DLA) Headquarters, Fort Belvoir, VA, March 5-6, 2005.

"The conference was designed to bring together those in the Reserve Components to discuss issues affecting the contracting community," explained LTC Joseph F. Thompson, 9th TSC Contracting Director. The unit has an Active Duty headquarters at Camp Zama, Japan, and an RC element at Fort Belvoir.

More than 100 contracting personnel attended the conference from various U.S. Army installations and overseas posts, including Japan, Korea, Germany and Puerto Rico.



MG Handy addresses conferees at the second annual RC Contracting Conference held at DLA, Fort Belvoir, March 5-6, 2005. Handy highlighted DCMA's support to ongoing operations in Afghanistan. (U.S. Army photo by PFC Thaddeus G. Harrington, 9th TSC Public Affairs Office.)

The conference emphasized how to expedite contract processing to procure materiel and support services needed by deployed Soldiers. The conference also discussed the skills Army Reservists and National Guardsmen gain by working in the civilian sector. With so many citizen Soldiers currently serving in operational environments, these skill sets can be a great asset and benefit to the Army.

As the Army moves to a modular force, Army contracting will be changing as well. According to Thompson, communication between Active, Reserve and National Guard contracting units is also being improved.

"New Army structure designs, currently in the draft phase, would allow contracting personnel to be better trained and prepared for when they would have to perform a mission," remarked MG Robert M. Carrothers, Assistant Military Deputy (Individual Mobilization Augmentee) for the Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology.

Air National Guard MG John B. Handy, Mobilization Assistant to the Defense Contract Management Agency (DCMA) Director, pointed out that "Effective structure changes and contracting efficiency save funds that can be reinvested to help all service members. DCMA is constantly challenged by the Office of the Secretary of Defense and the services to spend our money wisely."

Contracting Successes

William McElven, Joint Contracting Command (JCC)-Iraq. On April 5, 2005, on behalf of Tina Ballard, Deputy Assistant Secretary of the Army (Policy and Procurement) (DASA(P&P)), Lee Thompson, Assistant DASA(P&P)-Iraq, presented the Joint Civilian Service Commendation Award and Medal to William McElven for his outstanding service and performance as Principal Assistant Responsible for Contracting (PARC) for Reconstruction, JCC-Iraq. McElven served in Iraq from Sept. 24, 2004 to March 15, 2005. During his tenure, the contracting activity awarded more than 2,500 contract actions valued at almost \$5 billion in critical transportation, electrical, security and other infrastructure projects supporting the Iraq reconstruction and relief program.



The Joint Civilian Service Commendation Award and Medal is presented by Assistant DASA(P&P)-Iraq Lee Thompson (right) to William McElven for his outstanding performance as PARC Reconstruction, Iraq. (Photo by Katie Wall, Army Project and Contracting Office.)

Tina M. Grove, Army Field Support Command, Rock Island, IL. Grove received the Department of the Army Commander's Award for Civilian Service, April 19, 2005, in recognition of her outstanding performance while serving in the Office of the DASA(P&P) as a developmental procurement analyst from May 2004 to April 2005. COL Kim C. Leach, Military Deputy, DASA(P&P), presented the award on behalf of Tina Ballard, DASA (P&P). Particularly noteworthy is Grove's key role in supporting the Chemical Demilitarization Program and coordinating articles for *Army AL&T* Magazine's Contracting Community Highlights section.

Barbara J. Trujillo, ACA-ITEC4. Trujillo, assigned to the Army Contracting Agency's Information Technology,

e-Commerce and Commercial Contracting Center (ITEC4), was selected as one of *Federal Computer Week's* 2005 Federal Top 100 for her outstanding work as the Contracting Officer for the Information Technology Enterprise Solutions (ITES) acquisition. ITES is the Army's first wide-scale performance-based IT contract. ITES allows customers to rely on contractors to deliver IT solutions so they can focus on their core missions.

News From the Field

USACCK Conducts EXEVAL 2005. As directed by the 8th U.S. Army — and with the assistance of the Korea Battle Simulation Center (KBSC) — the U.S. Army Contracting Command Korea (USACCK) conducted an external evaluation (EXEVAL), Feb. 16-19, 2005. A master scenario events list (MSEL) drove the exercise emphasizing mission essential task lists (METLs) and training objectives selected by the USACCK Commander.

The USACCK HQ deployed and operated from the KBSC exercise control facility, simulating wartime deployment. Detachments at Gunsan Air Base (AB), Osan AB, Camp Henry and Camp Red Cloud operated from their armistice/wartime locations. Teams for Gwangju AB and Daegu AB operated from locations at Camp Coiner, while the Suwon AB team deployed to its actual wartime location at Suwon AB. Approximately 75 individuals participated in the EXEVAL from all the sites, covering an area of 200 square miles on the Korean Peninsula.

Training objectives included transitioning to war and operating under wartime conditions. Corresponding METL tasks included alerting and assembling units, relocating and establishing detachments and teams, performing contingency operations, providing command and control and integrating augmentees into USACCK. The METL tasks were further subdivided into 24 battle tasks. Overall, the exercise was highly successful in identifying the command's strengths and weaknesses. The commander's exercise goals and objectives were achieved and a significant improvement in the command's operation from the previous EXEVAL was noted as the exercise progressed.

Throughout the exercise, USACCK personnel demonstrated professionalism and dedication necessary to accomplish their wartime missions. They quickly put into practice the feedback they received from the observers, resulting in marked improvement. USACCK personnel also conducted their contracting operations in an exceptional manner. MSEL-driven market research operations were performed outstandingly. Telephone and Internet research occurred simultaneously and aided in executing quick procurement decisions based on query results. In addition to market research, the detachments and teams maintained an extensive vendor list. As a result, the teams demonstrated maximum responsiveness to warfighter requirements.

The EXEVAL was an outstanding training event in which all training objectives and goals were achieved and core contracting challenges were accomplished.

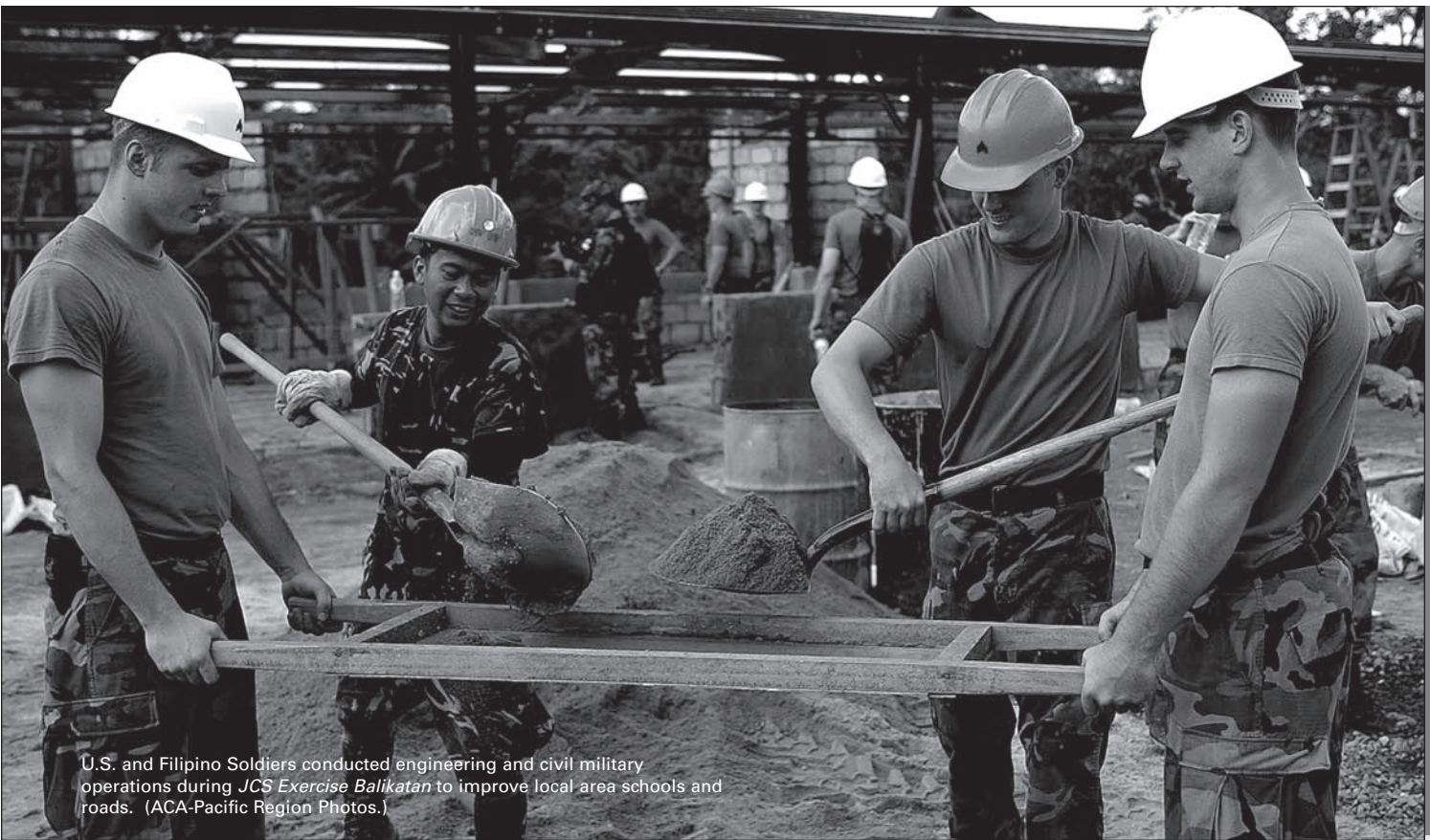
Army Contracting Agency-Southern Region (ACA-SR) Awards IDIQ Contracts for CONUS Support Base Services.

The tragic events of Sept. 11, 2001, required the U.S. Army to activate Reserve Component Garrison Support Units (GSUs) or CONUS Support Base Units (CSBUs) to assist the Army in mobilizing and demobilizing other Reserve and National Guard units to support the resulting global war on terrorism. To permit these Soldiers to return home, the Army Installation Management Agency (IMA) and the ACA-SR Contracting Center-East (SRCC-E) teamed up to craft an acquisition strategy that would allow these critical services to continue using contract-provided support. This acquisition strategy resulted in the award of seven indefinite-delivery/indefinite-quantity (IDIQ) contracts to provide CONUS Support Base Services (CSBS). These contracts replace GSUs and CSBUs that have or will be released from Active Duty.

The CSBS contracts will ensure maximum flexibility in supporting current and future mobilization at the Army's 16



MAJ Eva Branham, Chief USACCK Osan AB, performs contracting activities in a simulated nuclear, biological and chemical environment. (Photo courtesy of USACCK.)



U.S. and Filipino Soldiers conducted engineering and civil military operations during *JCS Exercise Balikatan* to improve local area schools and roads. (ACA-Pacific Region Photos.)

garrison power projection and power support platforms. Any other Army garrison that is supporting the mobilization and/or demobilization of Reserve and National Guard units can also use the CSBS contracts. The contracts will support numerous mobilization task areas including plans, training, mobilization, security and human resources, finance, materiel management and supply. ACA-SRCC-E will administer the basic IDIQ contracts, but the individual installation Directorate of Contracting Offices will issue task orders. The CSBS contracts will be centrally funded by IMA, and the task orders will be competed and awarded locally by the supporting Army Installation Contracting Office.

All seven CSBS contractors are small businesses and the awardees include 8(a), woman-owned and service-disabled veteran-owned small businesses. The CSBS IDIQ contractors are Automation Precision Technology LLC, Eagle Systems and Services Inc., Eagle Support Services Corp., Logistics Solutions Group Inc., Omega Training Group Inc., Strategic Resources Inc. and The Logistics Co. The contracts were awarded for a 1-year base period plus four additional 1-year option periods. The program ceiling for the multiple IDIQ contracts is an estimated \$1.3 billion.

For additional information on this effort, contact Heven Ford Jr., Contracting Officer, at (404) 464-2779 or fordh@forscom.army.mil.

ACA-Pacific Region (PR) Assists Disabled Vietnamese Schoolchildren. The U.S. Army, Pacific (USARPAC) Web page recently highlighted humanitarian assistance contracting efforts in Vietnam. As a humanitarian assistance mission, which is part of Pacific Command's Theater Security Cooperation Program, USARPAC personnel worked with local construction and support contractors to build two new wheelchair-accessible school campuses in Quang Binh Province. The article and associated photos are available online at <http://www.usarpac.army.mil/news/qbinh-schools.asp>.



Soldiers provided medical support during *JCS Exercise Balikatan*. (ACA-Pacific Region Photos.)



Soldiers provided dental services during *JCS Exercise Balikatan*. (ACA-Pacific Region Photos.)

ACA-PR Supports *Joint Chiefs of Staff (JCS)*

Exercise Balikatan. *JCS Exercise Balikatan* is a Pacific Command (PACOM)-sponsored bilateral exercise intended to improve the interoperability of the U.S. military and the Armed Forces of the Philippines. This year's exercise primarily focused on civil military operations including engineer (two schools and a road improvement project) and medical civic action projects (3 missions in Quezon province and 11 missions in Laguna province). While the mission focus was on the engineer and medical projects, the numerous contract

requirements included using five different appropriations. The Joint Contracting Cell contracted for approximately \$670,000 in supplies and services such as medical supplies, construction supplies, van and bus rentals, construction equipment rentals, inland trucking, port handling services at both the aerial and sea ports of debarkation and lodging and food services. All projects were completed on schedule and the overall mission was an overwhelming success.

RDECOM AC-Natick, MA — Personnel Strategies.

The U.S. Army Research, Development and Engineering Command (RDECOM) Acquisition Center (AC) Natick Contracting Division has been plagued by numerous roadblocks to effectively developing a professional acquisition workforce, including being located in a high-cost area and competing with commercial opportunities that abound in and around Boston. To attack this problem head-on, the AC developed various personnel strategies that capitalize on in-house talent, provide career opportunities and target local college and university graduates.

First, the AC had to rethink its assigned personnel positions and grade structures, realizing that some in-house talent could not take full advantage of career opportunities in the 1102 contracting field. Instead, the AC developed the GS-1105-7 Purchasing Agent career ladder position — with a GS-10 target grade — as a cost-effective alternative to the 1102 positions. By doing this, the AC was able to provide



The medical services provided by U.S. and Filipino Soldiers during *JCS Exercise Balikatan* were well received by the communities. (ACA-Pacific Region Photos.)



JCS Exercise Balikatan focused on improving the interoperability of the U.S. and Filipino forces. (ACA-Pacific Region Photos.)

successful career advantages for deserving and highly motivated procurement technicians and purchasing agents who would otherwise not qualify for GS-1102 entry positions. Once employees are on-board as purchasing agents, they can fully develop their on-the-job experience, apply for educational and job-enhancing training and enter the 1102 contracting series as a full team participant.

RDECOM AC Aberdeen, MD — *Defense Base Act (DBA) Information.* As overseas contracting continues to increase in our community, contracting officials must be cognizant of the *DBA* and its requirements. The *DBA* provides workers' compensation protection to civilian employees working outside the United States under contract with the U.S. government. The *DBA* covers the following employees and employment activities:

- Private contractor employees working OCONUS on U.S. military bases or on any lands used by the United States for military purposes, including those in U.S. territories.
- Public works contracts with any U.S. government agency, including construction and services in connection with national defense or with war activities OCONUS.
- Contracts approved and funded by the United States under the *Mutual Security Act of 1954*, as amended, providing for cash sale of military equipment, materials and services to its allies, if the work is to be performed outside the United States.
- Employees of American companies providing welfare or similar services OCONUS for the benefit of the Armed Forces.

The *DBA* is applicable to all employees regardless of nationality. In some cases, the Department of Labor (DOL) can issue

a waiver based on the fact that foreign workers are covered by alternative workers' compensation benefits — pursuant to applicable foreign national/local law.

DBA insurance must be purchased through a DOL-approved insurance provider. This insurance is allowable and reimbursable under government contracts. If a contractor proposes to buy additional insurance coverage, DOL should be contacted to review the request. Contractors must fully disclose *DBA* and any other insurance costs (above basic benefits) in their contract proposals.

It is imperative that prime contractors flow down the *DBA* requirements to every subcontractor, regardless of nationality. Failure by the company to acquire this insurance and to secure payment of compensation will result in fines, imprisonment and potential civil liability for the corporation and its senior officers. Detailed *DBA* guidance is available online at <http://www.dol.gov/esa/owcp/dlhw/lsdba.htm>.

Contracting and Acquisition Career Program (CP-14) Developmental Opportunities

The Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology is offering 1-year developmental assignments to all DA employees at the GS-12 level (or acquisition demonstration broadband equivalent) for CP-14. The Contracting Career Program Office funds travel and temporary duty costs. For details, see the June 29, 2004, memorandum titled *FY2005 Competitive Professional Development (CPD) Announcement for the Contracting and Acquisition Career Program (CP-14)*.

The U.S. Army Acquisition Support Center at Fort Belvoir, VA, can provide additional information about this opportunity. Please contact Christine Rimestad at (703) 805-1246/DSN 655-1246 or at christine.rimestad@us.army.mil for details. Online information can be found at <http://asc.army.mil/programs/cp/opportunities.cfm>.

DAR Council Corner

Levy on Payments to Contractors. *Defense Federal Acquisition Supplement (DFARS) Case 2004-D033, Levy on Payments to Contractors*, implements Section 887 of the *American Jobs Creation Act of 2004*. Section 887 provides for up to a 100-percent levy against contract payments for taxes owed by contractors. *The Debt Collection Improvement Act of 1996* authorized a centralized program for the offset of federal payments, including contract payments to collect delinquent nontax debts owed to the federal government.

To implement this authority, the Department of the Treasury (DOT) created the Treasury Offset Program (TOP). *The Taxpayer Relief Act of 1997* authorized the Internal Revenue Service (IRS) to continuously levy up to 15 percent of certain federal payments, including contract payments. To implement this authority, the Federal Payment Levy Program (FPLP) was created. The FPLP is an automated process that uses the TOP system to match delinquent tax debts with federal payments. When a match occurs, the payment is levied and applied to the tax debt. DOD and the IRS plan to implement an enhanced automated system to assess the levies.

What this means to contractors who owe back taxes to the U.S. government is that the Defense Finance and Accounting Service will coordinate with the IRS and levy up to 100 percent of contract payments. These payments will be made to the DOT. Prior to this law, only levies up to 15 percent could be imposed.

Look for the interim rule in the *Federal Register* implementing this levy in *DEARS* Part 231 – Contract Financing Subpart 232.71 – Levies on Contract Payments. The interim rule will allow procedures for a contractor to request temporary adjustment to the levy process through the contracting officer with approval by the Director, Defense Procurement and Acquisition Policy.

Requiring Activity Responsibilities for Proper use of Non-DOD Contracts Seminar. Keep an eye out for the Requiring Activity Responsibilities for Proper Use of Non-DOD Contracts seminar to be presented by the Office of the Secretary of Defense at multiple locations. This 4-hour seminar will increase the awareness of all DOD users of non-DOD contracts on how to properly execute acquisitions to meet DOD missions. The target audience is program managers,

financial managers, requirement officials, item managers and budget/financial officers. Contracting officials and legal personnel may also attend. The seminar will cover DOD policy and guidance, requiring activity responsibilities, available acquisition training tools and General Services Administration and other non-DOD purchasing vehicles. Continuous learning points may be earned.

General seminar information is available at <http://www.acq.osd.mil/dpap/index.htm> under **Proper Use of Non-DOD Contracts**. Seminar point of contact is Michael Canales, Michael.Canales@osd.mil or (703) 695-8571.

This information is provided by Army DAR Policy Member Barbara Binney, (703) 604-7113.

Did You Know?

- The Confederation Congress made the Board of Treasury responsible for procuring and purchasing all military stores, including food and clothing.
- Abraham Lincoln was the only U.S. president to have a “hands-on” approach when participating in Army acquisition while in office. Lincoln observed the test firing of ordnance (from what is now Fort McNair), personally test-fired new rifles and occasionally directed the Army to procure certain weapons.
- Abraham Lincoln commonly ordered various Army officials to form boards to report on the effectiveness of new weapons, which he found out about because inventors wrote to him or visited him in the White House.



U.S. ARMY ACQUISITION CORPS *Annual Awards Ceremony*

Celebrating the Acquisition Community's Finest

The 2005 U.S. Army Acquisition Corps Annual Awards Ceremony is quickly approaching. This event, which honors the acquisition community's most extraordinary members and the teams they lead, is scheduled for Sunday, October 2, at the Crystal Gateway Marriott in Arlington, VA. Army Acquisition Executive/Assistant Secretary of the Army for Acquisition, Logistics and Technology Claude M. Bolton Jr. will host the event and pay tribute to the uniformed and civilian professionals who work tirelessly behind the scenes to provide combatant commanders and their Soldiers the weapons and equipment they need to execute decisive, full-spectrum operations in support of the global war on terrorism.

In addition to the Army Research and Development Laboratory Awards, the Secretary of the Army Awards for Acquisition Commander, Project and Product Managers of the Year and the Army Contracting and Life Cycle Logistician of the Year Awards, Bolton will present the first annual Army Acquisition Excellence Award. This award will recognize both an Army acquisition workforce individual and team whose performance and contributions set them apart from their peers.

This is an important event for the acquisition community to recognize and thank its workforce members who put their best efforts forward and made great strides in more effectively protecting our Soldiers over the past year. To learn more about the 2005 Army Acquisition Corps Awards Ceremony, visit: http://asc.army.mil/events/aac_awards.

We Need Your Articles and Photographs

Army AL&T Magazine instructs Army Acquisition, Logistics and Technology (AL&T) Workforce members relative to AL&T processes, procedures, techniques and management philosophy and disseminates information pertinent to professional development. As such, we need your feature articles, news briefs, success stories, career development announcements and book reviews. Publishing an article in the award-winning Army AL&T Magazine not only promotes your organization's hard work and accomplishments, it is an excellent addition to your own career development and list of accomplishments.



Accompanying Photography

When you send Army AL&T any written piece, be sure to include high-resolution photographs — with captions that tell the "Five Ws" — who, what, when, where and why. We are especially looking for any high-resolution action photography of Soldiers and civilians performing their duties — and we will give you and your command photo credit whenever your pictures are used.

Digital Photography

Many of you are taking great pictures with digital cameras — but at low resolution. Unfortunately, the photo quality is not good enough for print publication and cannot be corrected. So please shoot pictures intended for publication using the high-resolution feature on your digital camera.

Please send articles and artwork to the Executive Editor at cynthia.hermes@us.army.mil. A copy of our Writers Guidelines is available at <http://asc.army.mil/pubs/alt/default.cfm>. Scroll down the left side and click on **Writers Guidelines**.

eCYBERMISSION COMPETITION ANNOUNCES 2004-2005 NATIONAL WINNERS

Four national winners were announced June 9, 2005, in the U.S. Army's 2004-2005 eCYBERMISSION competition, a Web-based science, math and technology competition that encourages students in grades six through nine to compete for regional and national awards, while working to solve problems in their community.

The four national winners from grades six through nine are: Scienceteers from Whiteface Elementary School in Whiteface, TX; WB LifeSavers from West Branch Middle School in West Branch, IA; Ocean Raves from St. Dominic School in Brick, NJ; and CO2 Crew from Byng Junior High School in Ada, OK. The four national first place winners receive a \$5,000 EE Savings Bond, in addition to the \$3,000 EE Savings Bond received for selection as a regional winner. All 16 finalist teams also earned an all-expense paid trip to Washington, DC, for the National Judging and Educational Event, a series of educational enrichment activities and events.

The national winners presented diverse projects. The Scienceteers set out to inspire a passion for learning among youth by developing and implementing a science education series for elementary school students. The WB LifeSavers initiated a comprehensive effort to increase education, training and awareness about the hazards of driving on rural roads in an effort to reduce the number of teenage driving accidents in their community. The Ocean Raves performed water quality tests on a local river, presented their findings to local city officials and created a brochure to educate the community about keeping the river clean. The CO2 Crew tested the air quality in their school, identified elevated carbon dioxide levels and presented recommendations to adjust

the ventilation rates to better account for the number of students in each classroom.

"We are extremely proud of all of our regional and national winners," remarked Kelly Stratchko, eCYBERMISSION Program Manager. "The Army recognizes the importance of science, math and technology to the welfare and national security of our Nation. eCYBERMISSION supports our

Nation's commitment to education and inspires future leaders in these fields," Stratchko continued.

eCYBERMISSION enables the Army to return something to America's communities for the service of their sons and daughters to the Nation. It supports the Nation's commitment to education and the achievement of excellence in math and science. Army person-

nel serve as eCYBERMISSION ambassadors who promote the competition in schools, academic forums and educational events. A pool of Army scientists and engineers (military and civilian) serve as CyberGuides, or online coaches, to competing teams.

This year, 1,151 teams submitted projects to the 2004-2005 eCYBERMISSION competition, totaling 4,184 students from across the country and in DOD Education Activity schools worldwide. After being selected as one of 96 regional winning teams in April, the 16 finalist teams traveled to the National Judging and Educational Event in Washington, DC, to compete for National First Place titles in each grade.

For additional information on eCYBERMISSION, go to www.ecybermission.com or email missioncontrol@ecybermission.com.



Zachary Wilbanks (from left), J.R. Long, Keaton Thomas and Ben Donnell — also known as the Scienceteers — created a program to inspire a passion for learning in primary-school students by having middle-school students teach them through an interactive science program. (Photo by David Nations.)

NEW JERSEY'S FALLEN SERVICE MEMBERS HONORED

Stephen E. Hayes



(From left to right) Rep. Frelinghuysen, Picatinny Arsenal Commanding General BG Paul S. Izzo and Sen. Lautenberg dedicate the memorial honoring New Jersey's service members killed in action during the GWOT, during Picatinny's May 21st Armed Forces Day celebration. (Photo by Todd Mozes.)

Picatinny Arsenal Commanding General BG Paul S. Izzo hosted a solemn dedication ceremony honoring New Jersey service members who made the ultimate sacrifice in the global war on terrorism (GWOT). The observance was the

highlight of Picatinny Arsenal's May 21st Armed Forces Day celebration. The ceremony began with a reception that included the fallen heroes' families. Army Materiel Command Commander GEN Benjamin S. Griffin and Principal Deputy to the Assistant Secretary of the Army for Acquisition, Logistics and Technology (ASAALT) and Director of Iraq Reconstruction and Program Management Dean G. Poppo attended.

Others present included New Jersey State Sen. Anthony Bucco, Civilian Aide to the Secretary of the Army William Donnelly, local dignitaries and elected officials and key Picatinny military personnel and civilians. Izzo, U.S. Sen. Frank R. Lautenberg and U.S. Rep. Rodney Frelinghuysen each spoke, reflecting on the honorees' sacrifices. Then they together unveiled a bronze memorial plaque reading "In Memory of the Service Members from New Jersey who made the Ultimate Sacrifice During the Global War on Terror, Dedicated Armed Forces Day 2005." As the black cloth covering the plaque was removed, each service member's name was read aloud. The ceremony concluded with a New Jersey Air National Guard military aircraft flyover and parade.

Stephen E. Hayes is the Assistant Executive Officer to the Principal Deputy to the ASAALT at the Pentagon, Arlington, VA.



U.S. Rep. Rodney Frelinghuysen (left) and U.S. Sen. Frank R. Lautenberg unveil a memorial plaque honoring New Jersey's fallen service members who gave their lives in fighting the GWOT. (Photo by Todd Mozes.)